

Kansas

GOVERNMENT JOURNAL

VOLUME 101-NUMBER 5

JUNE 2015

HAYSVILLE

PRIDE PARK

HAYSVILLE

Engaging Kansas
Hispanic-Owned
Business

The City of Andover's
Proactive Approach to
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Olathe's
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Infographic

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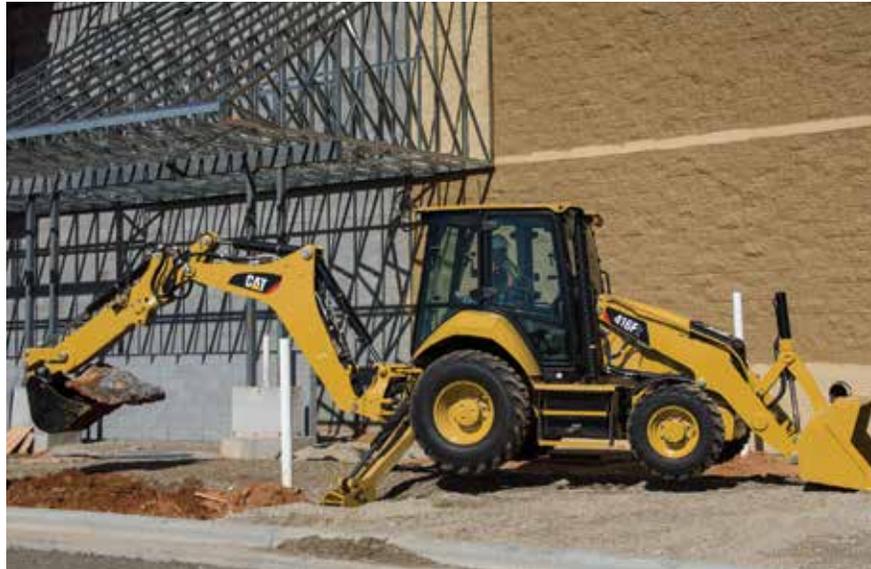
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*About the Cover:
Winning photo from the inaugural
Kansas Hometown Showdown contest.
The photo is of the City of Haysville's
PRIDE Park Fountain. Photo provided
by Will Black.*

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The mission of the League shall be to strengthen and advocate for the interests of Kansas municipalities to advance the general welfare and promote the quality of life of the people who live within our cities.

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2015 LKM Events Calendar

June

- 05 - Governing Body Meeting, Topeka
- 10 - Hot Topic: Municipal Government Basics, Webinar
- 12 - CAAK: Spring Meeting and CLE, Mulvane
- 18 - MLA: City Clerk Fundamentals, Ness City
- 19 - MLA: City Clerk Fundamentals, El Dorado
- 25 - MLA: City Clerk Fundamentals, Belleville
- 26 - MLA: City Clerk Fundamentals, Mission

July

- 03 - LKM Holiday: Independence Day

August

- 07 - MLA: KOMA/KORA, Kingman
- 08 - MLA: KOMA/KORA, Columbus
- 21 - MLA: KOMA/KORA, Fairway

Obituaries

Phil Anderson, 72, died April 30, 2015.

Mr. Anderson served as mayor for the City of Douglass from 1997 to 2002. "He has been a very, very important part of this community for many years," said KaLyn Nethercot, Douglass's city administrator. "He was frugal and he had a great balance between staff, elected officials, and the public that is very much a gift," she said. "The notes he struck were exactly the right ones for the community at that time."

William Noel Brownfield, 91, died April 15, 2015.

Mr. Brownfield served as mayor of Leawood and President of Leawood National Bank. He was a Missouri Tiger fan, had a far-reaching impact in the community and always had time to listen and tell a delightful story. Mr. Brownfield served his country in the U.S. Navy as a Lieutenant on the USS Mac Kenzie DDG14, which guarded the Mediterranean Sea.

Susan Kay Busenbark, 66, died May 8, 2015.

Ms. Busenbark was born July 21, 1948, in Kansas City, Kansas. She graduated from Bishop Miege High School, Class of 1966. She married Ted Busenbark on October 19, 1968. They raised their three children in the Overland Park/Prairie Village area. Susan began working in the Belinder Elementary School, and later in the Broken Arrow Elementary. Following working for the school system, she worked as a Clerk of Municipal Court for Overland Park.

Director's Foreword

by Erik Sartorius



After what has seemed like a moist spring in many parts of the state, summer is upon us. It certainly hasn't felt like it, with lows in the 40s this week! The fact that the legislature is still in town as I type also makes me question how summer could be so close.

We have just wrapped up the Governing Body Institute (GBI). This was my first time attending the conference. We had an extraordinary turnout of over 200 local public officials, close to 75% of them brand new. A deep appetite for learning was apparent, with questions peppering presenters in every session. I believe these mayors, councilmembers and commissioners are off to a great start. I encourage them, and all members, to use your League staff to help with the questions whose answers may not be readily apparent. That's why we're here!

We welcomed Jim Mathis to the Kansas Mayors Association's portion of the GBI weekend. Jim engaged mayors with several provocative questions about their cities and their roles as community leaders. I would boil Jim's presentation down to three questions:

- What is the most significant change in your community in the past two years, and how are you reacting to that?
- What is the one thing your citizens would say is missing from your community?
- What is it about your community that makes it special?

How do you arrive at the answers to these questions? ASK! Who do you ask? Mathis stressed that you can't underestimate the benefits of being visible in your community and talking to residents and business owners. You would be hard pressed to find resources better than them.

With respect to that "one thing" that residents say is missing from your community, Jim shared some guidance. If your conversations and other information gathering provide you the sense that 60% or more of your community wants something – give it to them! And if you cannot give it to them, Jim strongly recommended that city leaders have a conversation with residents about why that "one thing" is not possible at this time. My takeaway is that ignoring the elephant in the room can kill momentum and cause citizens to question credibility in a city.

Even though (as this goes to print) the 2015 legislative session is not yet in the books, please begin thinking about 2016.

Yes, 2016! The League's policy committees are forming now for August meetings. These committees are a key vehicle to surface emerging legislative issues, as well as review existing League legislative policies. They are also your best opportunity to weigh in on issues important to your community and all cities, and help chart the course as the 2016 Statement of Municipal Policy is developed.

There are four committees: Finance & Taxation, Public Officers & Employees, Energy & Environment, and the overall Public Policy Committee. Increasing member participation, particularly with respect to legislative issues, is one element of the League's strategic plan. Please review the information on page 159, which provides additional details about the committees. Dates for these meetings will be available shortly.

We value the diversity of different regions of the state and sizes of cities, so that the policy that guides the League's advocacy efforts reflects the priorities of all cities in Kansas. If you are unable to be a member of a committee this year, please share with us any issues you believe will come before the legislature next year and require our attention.

The month of June not only brings summer, but it is the unofficial beginning to that unofficial period known as "budget season." I know appointed officials and staff are hard at work crunching numbers and preparing various scenarios to match available revenue with program priorities.

For you newly-elected officials, these next few months likely will be your first significant, policy-making opportunity. We have recently mailed copies of the Governing Body Handbook to each city, and those officials that attended the Governing Body Institute received their own copies while in attendance. I encourage you to utilize the knowledge you gained at the GBI and the information in the handbook to assist your deliberations.

If you were unable to attend the Governing Body Institute, or just need a refresher on local government basics, considering joining our upcoming webinar, Municipal Government Basics. Geared more to elected officials, we will be conducting this webinar in the early evening in an effort to make it more accessible. Details for registration can be found at <http://www.lkm.org/training/hottopic/>.

The (eventual) end to the legislative session will be freeing me somewhat from Topeka. I and Cindy Green, our (still new-ish) deputy director are looking forward to getting on the road and visiting member cities. We hope to see you soon!

Please let me know if you have any questions or comments – I'd love to hear from you: esartorius@lkm.org or 785-354-9565.

Engaging Kansas Hispanic-Owned Business

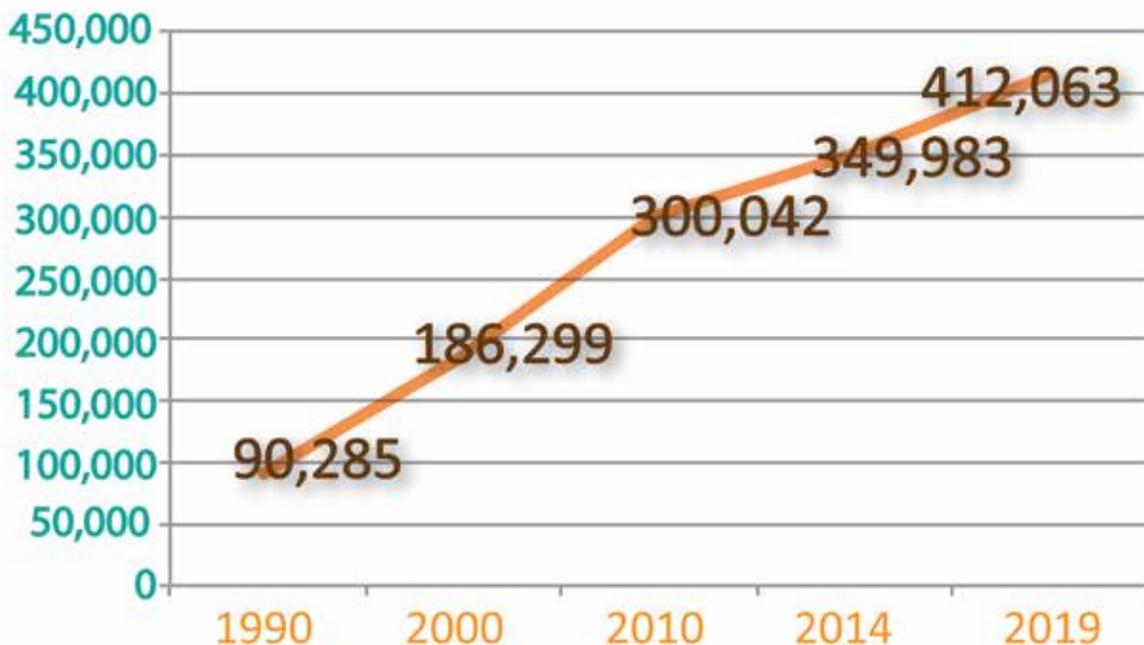
By Adrienne Foster and Norberto Ayala-Flores

As a former city councilwoman and mayor of Roeland Park, a small city in northeast Johnson County, Kansas, I reflect on what our city could have done differently to better engage with local businesses. While the Hispanic population in the “best little town in town” was only 10% at the time, those who conducted business in our city were primarily Hispanic. Roeland Park is home to what residents call the “Mexican Price Chopper” due to the wide variety of Hispanic foods that are offered. Ball’s Price Chopper knew what products to have on hand for their market and customers. Like any good business, they engaged their employees, considered the customers’ requests and consistently evaluated inventory to meet consumer needs. Ball’s Price Chopper

is just one of Roeland Park’s successful businesses, and city officials must understand who these owners are and the people they are serving. With this in mind, Kansas Hispanic and Latino American Affairs Commission (KHLAAC) began a project in the spring of 2014 to gather information on the challenges, opportunities and needs of Hispanic businesses across Kansas.

Working in conjunction with Puente Marketing Communications, a Kansas City-based Hispanic marketing and advertising firm, KHLAAC conducted a series of in-person meetings with 50 Hispanic business owners and organizations located in high-Hispanic population communities such as Dodge City, Garden City,

Growth of the Hispanic Population in Kansas



Johnson County, Kansas City, Topeka, and Wichita. In addition to understanding the needs of these businesses, KHLAAC wanted to learn more about the unique challenges, opportunities and needs of Hispanic business owners, speak with community influencers about how they engage with the Hispanic business community and identify opportunities to assist in growth. These 50 interviews were just a small sampling of the more than 5,770 Hispanic-owned businesses that currently operate in the state of Kansas.

The total Latino population in the U.S. is 56.5 million, representing 18% of the population. By 2019, the Hispanic population is expected to reach 64.4 million, or 19% of the total U.S. population. Much has been said and written about Hispanic purchasing power and what it represents to the U.S. marketplace – an estimated \$1.5 trillion annually.

Increasingly, Hispanics are a coveted consumer group, and their impact is not limited to product consumption. Hispanic businesses contributed nearly \$490 billion through the end of 2014, and at 3.2 million and counting, their economic impact and contribution will continue to increase and make our national and local economies stronger.

The Hispanic population has continued fueling growth all over the U.S. – not just in the traditional Hispanic demographic areas such as the southwest, south and southeast – but in almost every

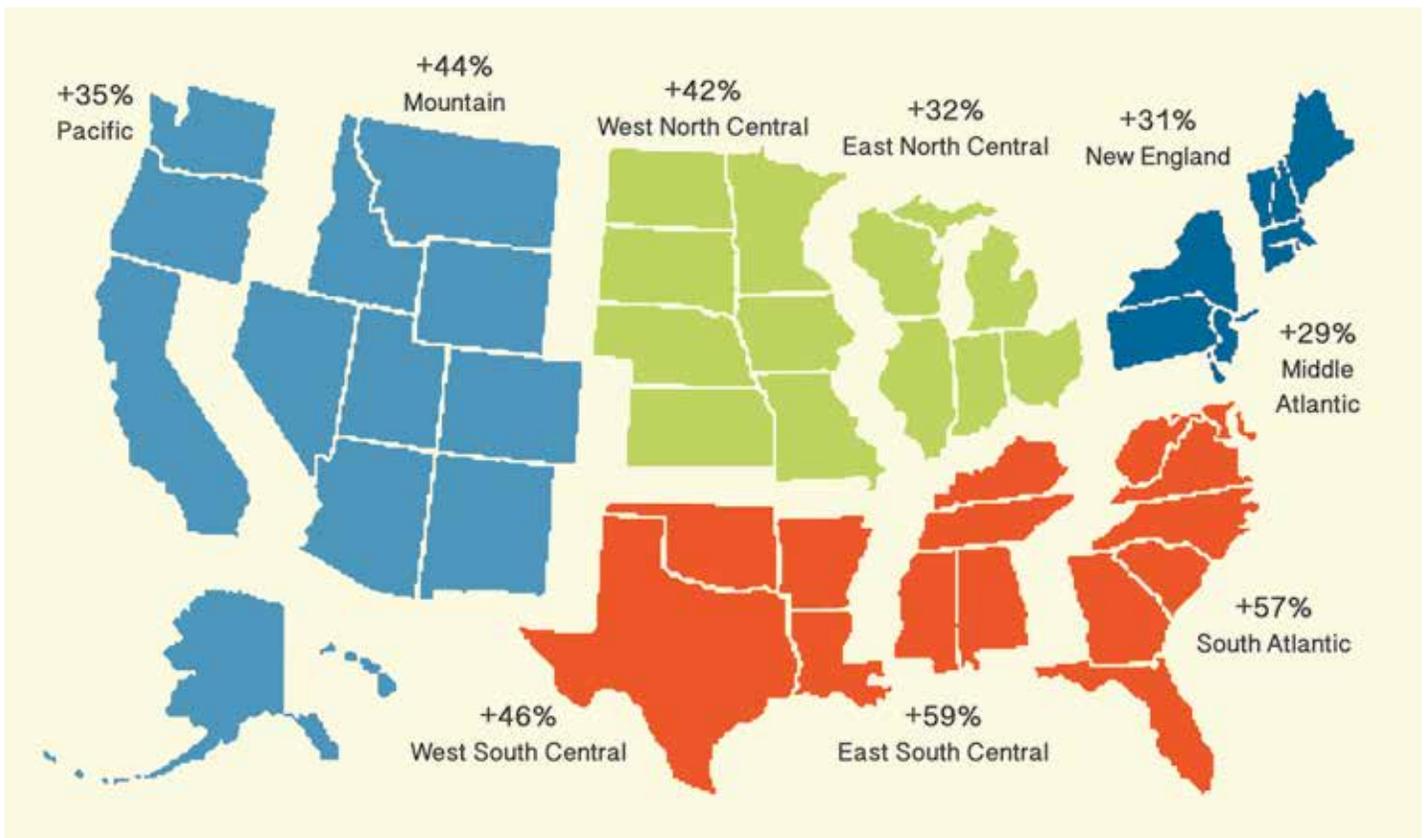
corner of the country. It's a demographic shift that touches nearly every state and is driven more by native births than immigration. Kansas is no different. It reflects the growth and composition of the Hispanic marketplace. As seen in the graph, the U.S. Census Bureau Projections show the Hispanic population is estimated to be 412,063 in the state of Kansas by 2019.

Hispanics are not just powerful in numbers - their language also sets them apart. More than 53% of all Hispanics ages five and older in Kansas are fully bilingual in English and Spanish. Aside from the positive cognitive effects of multilingualism such as improvement in memory, problem solving and task switching, speaking more than one language has its advantages in the business world.

Bilingual employees can be especially advantageous in the global market, providing the ability to serve a wider customer base and bridge the gap between business relationships that may otherwise go overlooked. In fact, the employment of translators and interpreters is projected to increase by 22% between 2008 and 2018. Additionally, research by Rosetta Stone found that those who speak a foreign language have an average household income nearly \$10,000 more than those who don't.

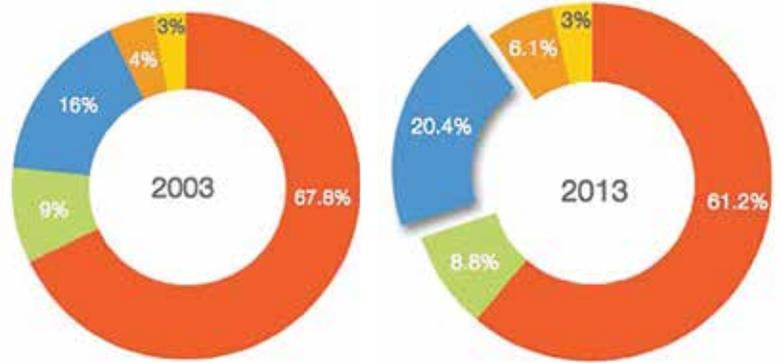
Just as the Hispanic population and bilingualism continues to grow throughout the United States, so do Hispanic-owned businesses. Those businesses include restaurants, beauty salons, grocery stores,

Projected Percent Increase in Number of Hispanic-Owned Businesses from 2007 to 2014



Ethnic composition of business owners 2003 vs. 2013

● White ● Black ● Latino ● Asian ● Other



professional services, construction companies, automotive, retail stores, large manufacturing facilities, and so many more specialty niches. Hispanic ownership can be found in more than 340 national classifications of businesses throughout the United States and in Kansas. There is a direct correlation between Hispanic population growth and Hispanic-owned businesses.

“Hispanics are a critical component of the U.S. economy due to their greater propensity for starting and growing businesses,” said Javier Palomarez, President and CEO of the U.S. Hispanic Chamber of Commerce.

On April 22, 2013, Fox News Latino did a feature article titled, “Latinos, Immigrants Fueled Entrepreneurship in 2012.” Nearly 20 percent of the six million people who started businesses in 2012 were Latino, while nationally, entrepreneurship actually dipped overall due to more jobs being created by established firms and corporations. The study, annually conducted by the Kauffman Foundation, also stated that in 2012 the number of Latino entrepreneurs grew more than white, black and Asian entrepreneurs.

Among KHLAAC’s key research findings was that the entrepreneurial spirit appears to be part of the Hispanic-business owner’s DNA. The research also showed a prevailing attitude of ingenuity and fortitude that exists in so many entrepreneurs who have made our country great. To be told, “no,” or “you’ll never make it,” or “this isn’t for you,” only ignites the entrepreneurial passion that exists inside them. Show Latinos where there’s opportunity, and you’ll find them making the most of it. Aversion to risk doesn’t seem to be a quality they possess. Yet, it doesn’t mean they throw caution to the wind. Decisions are made with their families and close friends in mind. Business owners who participated in the research also said they place a high value on their culture that makes them who they are and defines how they engage with others. They see trust as a fundamental component of forging relationships. They respect the values and cultures of the community in which they live and hope for reciprocity of respect for their culture as well. Their survival mentality suits them well to make the best of any situation, and they’re willing to do whatever it takes to succeed. Latinos are open in expressing their spirituality and faith in their place of business.

It’s often an expression of their beliefs and is used as guidance at their places of business.

This research is just one piece of the broader efforts the KHLAAC has initiated. Since 2011, KHLAAC has held Hispanic Business Forums throughout the state, engaging local Hispanic enterprises to better understand their needs and successes. Our most recent event on May 5, 2015, was held at the National Center for Aviation Training in Wichita, where we hosted seven workshops on a variety of topics for Hispanic business owners. Workshop topics included using QuickBooks, establishing an online presence, accessing capital, and more. Our hope is to continue providing concrete resources and creating strong connections among our state’s Latino entrepreneurs. If you or someone you know is interested in attending future events, please go to <https://www.khlaac.ks.gov/home>.

Like KHLAAC, cities across the United States are wondering what can be done to better communicate with Hispanic-owned businesses. If you’re looking for ways to get involved, send owners an invitation to attend a city council meeting, and introduce them to the city. Visit their establishments, and learn about their business needs. Introduce them to your local chambers of commerce, and continue to stay in touch.

Kansas Hispanic & Latino American Affairs Commission is a seven member body appointed by the Governor. The Commission serves as a liaison for the Kansas Hispanic & Latino Community and the Office of the Governor. The Commission addresses public policy concerns primarily in the areas related to education, health and business.

☀️ *Adrienne Foster is the Executive Director of Kansas Hispanic & Latino America Affairs Commission. She can be reached at adrienne.foster@ks.gov or (785) 296-2161. Norberto Ayala-Flores is the President of Puente Marketing Communications. He can be reached at rflores@puentemarketing.com or (816) 283-8300.*

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The City of Andover's Proactive Approach to Reducing Crashes

By Lisa Harris

Andover, Kansas had a situation common to all local governments in Kansas - they had traffic safety problems and complaints that involved multiple City departments and community stakeholders. Communication was not what it needed to be. The solution? Get the right people in the room, on a regular basis, to talk about traffic safety, with the right data and tools, and develop solutions together. Andover, in Butler County near Wichita, has multi-disciplinary traffic safety meetings, which include lunch, three times per year. In this article, we'll describe those meetings and how they are helping with traffic safety.

The Andover Police Department started the city's Traffic Safety Committee meetings in January 2012. Andover's Police Traffic Safety Coordinator of the department at the time, Sergeant Brandon "Hoss" Stewart, started them with the help of Police Chief Michael Keller. Lieutenant Lance Parker became the Traffic Safety Coordinator (and took over the meetings) in the middle of 2013.

Who is on the committee?

The committee has 10 members with representatives from traffic engineering, public works, the street department, the area school district, business owners, community members, and the police. "Each of those are stakeholders in our community and play a role in making our city safe," Parker said. "The schools educate our youth, engineering /public works develops our roads and streets, and the police enforce the traffic laws of our state and city."

Sign Retroreflectivity Quiz

Test your knowledge of federal requirements and deadlines pertinent to your local agency. Answers on page 157.

1. What is the deadline for having a sign management or assessment method in place?
2. What's the difference between sign management and sign assessment?
3. Do all types of signs need to be addressed in the management or assessment method?
4. What is the deadline for having signs compliant with the new retroreflectivity standards?
5. Where can I get the latest information on sign-related retroreflectivity requirements?

What does the committee do?

The committee meets three times per year in January, May, and September to:

- 1) Go over traffic crash information to identify problem areas. They look at injury and non-injury crashes per four-month period and by year, and compare data with the previous year. They also break down the incidents into categories like speeding, age, gender, reckless driving, and weather conditions. “It’s real good information for everyone,” said committee member Bill Braitsch, street superintendent. He said the police department has a relatively new crash-mapping tool that helps with visualization. Traffic problems are usually at major intersections, he said.
- 2) Review traffic complaints and develop suggestions for improvement. Complaints are broken down into two groups: driver and road hazard.
- 3) Learn about police enforcement efforts such as number of citations, locations of the speed trailer and speeds recorded, location of signs, drone vehicle, etc.; and
- 4) Review and discuss traffic engineering studies planned and underway, road construction, and current and future improvement plans—and discuss any adjustments to consider.

The overall objective is to lower both the number of crashes and the number of traffic complaints.

What have been some notable benefits and outcomes of the traffic safety meetings?

Better communication. “I believe that communication between public works, schools, local business owners, the police, and the community has been improved. The committee members all have different perspectives on traffic safety and we all learn from each other,” Parker said.

Greater awareness of safety issues. Parker said that, “I have learned to look at computerized crash data and provide targeted enforcement sites for our agency.” In addition, Parker said he has been able to provide better use of the city’s police radar trailer, radar sign, and additional traffic safety programs offered by the police department.

Parker also attends and participates in bi-monthly Operation Impact meetings in the Sedgwick County/Wichita area. These meetings focus on the law enforcement side of traffic safety,

Sedgwick County’s sheriff department, Wichita’s police department, and surrounding law enforcement agencies get together to discuss traffic law enforcement trends and issues throughout the Wichita metro area.

Braitsch said that looking at crash data and talking about the crashes gets the traffic safety committee to think about why a crash happened at a particular location and whether traffic control devices at the site are working as they should. “We might see if a traffic signal is malfunctioning. Maybe a camera needs to be adjusted because it’s not pointed just right. Maybe it wasn’t entirely the driver’s fault. We’re more aware,” he said.

Targeted engineering. Braitsch said improvement plans might be adjusted as a result of a discussion. An example is at 13th Street and Andover Road. A new junior college facility opened its doors ½ mile east of that intersection, and traffic skyrocketed. Crashes increased as well, and the traffic safety committee discussed them.

Braitsch said the public works department changed the signal timing before they had the money to reconstruct the intersection. That helped some. Later they added dedicated turn lanes. The result? In 2012, there were 19 crashes, going up to 26 in 2013, probably due to construction and confusion, said Parker (improvements were completed in Summer 2013). Crashes in 2014, as of December 18, numbered just six. “It’s approaching 80 percent better,” Braitsch said. The crash severity has decreased as well. “We used to have T-bones at that intersection. Now we see just fender benders. I won’t say the problem has gone away - it’s college kids and they are not always going to wait - but it’s a lot better,” Braitsch said.

Areas around district schools are particularly problematic for traffic safety, with lots of buses in the area. Braitsch said the district is always very involved in safety discussions. The committee has recently discussed the possibility of installing a pedestrian- activated beacon at crosswalk on a school route in the near future.

Targeted enforcement at trouble spots. The committee reviews trouble spots - places where they are seeing more crashes and/or complaints - and the police department will increase enforcement at those locations.

Community approval. Braitsch said Andover residents appreciate the city’s focus on traffic safety. He gave an example of the street department’s practice of installing “Keep Kids Alive—Drive 25” signs at entrances to residential areas off of arterials with a higher speed limit. The speed limit on residential streets city-wide is 25 mph, and these signs reinforce the change in speed limit.

“Police like the signs and so do residents,” Braitsch said. “We’re



“Drive 25” signs on residential streets in Andover are liked by the police department as well as the public.

Note from the author: While these signs are welcomed in Andover, not everyone is a fan of “Children at Play” type signs. Some studies have shown that they are ineffective, and some traffic engineers are opposed to using them. As Andover did, consult your city or county engineer before placing these or similar advisory signs — and it would not hurt to consult your city or county attorney as well.

looking out for their kids. They are colorful. We’re replacing our regular 25 mph signs with these.” Braitsch noted that the signs are more expensive because they are bigger than a speed limit sign and they have more than one color, but they are considered worth the investment in Andover.

Statewide recognition. Parker noted that the City of Andover has been awarded Kansas AAA Traffic Safety Awards since 2011, in part because of the work of their traffic safety committee. The City received the Silver award in 2011, Gold award in both 2012 and 2013, and is in line to receive the Platinum award this year. To be eligible for the annual award, a community must conduct traffic safety promotions and educate the public on safety topics. David Hanni, AAA Kansas Region Executive Vice President, said the awards “recognize the great efforts of these law enforcement agencies, and encourage other law enforcement agencies to actively engage in similar type efforts.”

It’s certainly working well for Andover, and their whole community benefits.

 *Lisa Harris is the Communications and Outreach Manager for the University of Kansas Transportation Center. She can be reached at lharris@ku.edu or (785) 864-2590.*

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2015 Governing Body Institute & Mayors Conference

On May 15-16, city officials from across the state gathered in Topeka for the 2015 Governing Body Institute and Mayors Conference. The 2015 Kansas Mayor of the Year, Mayor Terry Somers of Mount Hope, was also recognized at this conference. During Friday's dinner event, the League of Kansas Municipalities recognized the 2015 graduates of the Municipal Leadership Academy (MLA).

Founded in 1999, MLA is a continuing education program designed to develop the knowledge and enhance the leadership abilities of both elected and appointed officials. There are three levels of achievement: Level 1 focuses on education, Level 2 on achievement, and Level 3 on leadership.

Eleven city officials graduated Level 1 by completing 40 total credit hours of training, which include sessions on KOMA/KORA, Ethics, Municipal Finance, and other local government topics. A total of three city officials completed Level 2 this year, which focuses on leadership-driven subject matter. No officials completed Level 3 this year.

While MLA presentations provide quality education to facilitate better municipal governance, equally important is the opportunity for local officials to interact with each other and share knowledge from their own experiences. Participants can learn about real-world solutions and receive feedback from officials facing similar issues, which has been proven invaluable.

Live one-hour webinar presentations continue to be part of the MLA curriculum. These webinars allow city officials to learn about hot-button issues without having to leave the comfort of their office, and earn one elective credit hour toward the program. The League hopes to continue to offer information in innovative ways to educate city officials.

This year's graduates have shown a commitment to becoming better public servants, and are assets to all of their respective cities. Congratulations to all the 2015 graduates for your commitment to community leadership.

For more information regarding MLA or additional League training opportunities, please visit <http://www.lkm.org/mla/> or contact Michael Koss at mkoss@lkm.org.

Level 1 Graduates

Carol Baughman, Councilmember, Overbrook
Darla Bebber, City Clerk, Miltonvale
Jim Burton, Superintendent, Columbus
Michael Fagg, Mayor, El Dorado
Lizabeth Finley, City Clerk, Altamont
Brenda Finn Bowers, Commissioner, Abilene
Grayson Path, City Administrator, Jetmore
Bill Peak, Councilmember, Tonganoxie
Roger Porter, Councilmember, Leoti
Ron Strickland, City Manager, Herington
Karen VanBrimmer, Councilmember, Hoisington

Level 2 Graduates

Jon Quinday, City Manager, Russell
Beth Wade, Mayor, Herington
Anthony Zell, Utility Director, Lansing



The 2015 Kansas Mayor of the Year, Mayor Terry Somers of Mount Hope.

From left to right; Roger Porter, Carol Baughman, Lizabeth Finley, Jon Quinday, Ron Strickland, and Beth Wade. Photos by Kate Cooley.





Haysville Wins Inaugural Kansas Hometown Showdown

By Will Black



 *Editors Note: Terry Somers, Mayor of Mount Hope, and League President said, “The League of Kansas Municipalities created the Hometown Showdown in order to show off the beauty of Kansas communities and inspire friendly competition.”*

The cities that entered were placed into a bracket to see who could gather the most “likes,” with winners progressing to the next rounds. Aside from bragging rights, the prize for this contest was the winning photo being used for a future cover of the League’s magazine, the Kansas Government Journal.

The City of Haysville edged out the City of Independence in the inaugural Kansas Hometown Showdown.

The City of Haysville takes competition seriously. So, when the League of Kansas Municipalities announced the Hometown Showdown, it was game-on. Finding the perfect picture to represent Haysville was the least challenging part of the competition. The Haysville PRIDE Park Fountain is a symbol of not only pride, but determination and cooperation. It represents Haysville perfectly.

With snapshot in-hand, City staff launched an awareness campaign to garner the support of the community. Haysville residents and supporters utilized many types of media to advertise the Hometown Showdown including: local cable TV, digital billboards, flyers with QR codes, word-of-mouth, email blasts to Haysville civic organizations, and social media of course. Ginger Cullen, Administrative Secretary, has worked diligently to increase awareness of Haysville’s social media outlets. Over the last 18 months, Ginger’s efforts have doubled the City’s Facebook followership from 611 to the current amount of 1,236.

The PRIDE Park Fountain is a stunning site to behold in an area that was little more than debris and rubble after sustaining a direct hit by the May 3, 1999, tornado. “Haysville’s cityscape has undergone quite a few changes since that time,” Mayor Bruce Armstrong commented. “The fountain serves as a statement piece for not only the area, but the entire City.”

The PRIDE Park Fountain sits majestically at the corner of North Main and Grand Avenue, the long-time, location of the Hartman/Wheeler Liquor Store. When the Store was destroyed in 1999, the possibility of rebuilding was slim if not impossible due to right-of-way changes over the years. Eventually the odd-shaped lot was acquired by Haysville “for landscaping, signage, recreational uses, and utility easement,” according to the filed plat.

In 1999, former Mayor Tim Norton, now a Sedgwick County Commissioner, envisioned the North Main area as a park and drew a simple sketch on a napkin. The concept included two landscape circles - one with a water feature and one with a statue or artwork. The ‘masterpiece’ was unceremoniously handed to Public Works Director Randy Dorner who worked his magic and turned the napkin sketch into a full-scale, digitized drawing. “I couldn’t believe it when Mayor handed me the napkin and asked me to help make it a reality,” Dorner recalled.

With a working drawing in-hand, the Haysville Community raised \$10,000 to pay for materials such as stone, plants, and a sprinkler system. Area businesses generously donated and heavily discounted materials in support of the project. A host of area volunteers, including the Haysville-Campus baseball team, came together in 2006 to clean-up the lot, pour concrete, plant trees, and

Different stages of building the Haysville PRIDE Park Fountain, as shown in the photos below. Photos provided by Will Black



lay landscaping bricks. This community effort resulted in a beautiful park with two large, circular planters.

Deciding what to name the new park once again involved the entire Haysville Community. During the 2008 annual W. W. Hays Historic Village Christmas Celebration, residents came together and voted to name the park ‘Pride Park’ in acknowledgement of the pride Haysville residents have always taken in their community. Over time the spelling of the word Pride became PRIDE, a subtle nod to the Haysville PRIDE Committee’s contributions to Haysville.

For many years Park Board and advisory members desired to add a fountain to the park, and past and current boards reserved funds each year accordingly. When it became apparent the funding goal would soon be met, the Park Board sought a design that would be both functional and attractive. Thanks to the pro bono

services of Registered Landscape Architect Teri Andreas-Farha, an artist’s rendering of the proposed fountain was crafted. With the drawing in hand, Dorner set about to the task of turning the rendering into reality.

From the moment construction began in April 2014, Haysville Public Works employees served an integral role in bringing the fountain to life. From clearing the landscaping bricks and performing other site prep in the early stages of the project, to the fine-tuning of 17 lights and 12 water jets in the days leading up to the debut, Public Works employees poured their hearts into the fountain. Once construction was complete, it was obvious the newly constructed fountain would become the focal point of PRIDE Park.

On September 8, 2014, Haysville held a ribbon-cutting ceremony for the PRIDE Park Fountain. Public officials, community leaders, and Park Board members Russ Kessler, Ken Bell, Tom Coleman, Kelly Sullivan, and Luetta Yoder lined up to cut the ribbon to officially mark completion of the project. As scissors snapped shut, water burst forth from 12 individual jets while clusters of LED lights came to life projecting a rainbow of color through the air. Just when the crowd thought the show couldn’t get any better, Haysville’s theme song began to play on the fountain’s speakers:

“So much to see, so much to do.

Such a welcoming place, friendly people too.

Welcome to our town!

We’re on our way, great things are happening every day.

We’ll show you around.

Say Hello to Haysville now!”

The crowd looked on, mesmerized as water streamed down the sides of the fountain and rippled behind huge metal cutout signs proudly proclaiming ‘Haysville.’ Flagpoles donated by VFW Keever-Wire Post No. 6957 flank the rear of the fountain and proudly display the American and Kansas flags.

Since its unveiling, the PRIDE Park Fountain draws visitors both day and night. Many a family photo taken in front of the fountain has found its way to Facebook. The Haysville theme song can be heard hourly until 11:00 p.m. when the music is turned off for the night.

The fountain serves as a reminder that even an odd-sized, lackluster plot of land can be transformed into something amazing when a willing and imaginative community comes together. The League’s Hometown Showdown was a chance to showcase the fruits of that effort, and define March Madness for the Haysville community.

 *Will Black is the City Administrator for the City of Haysville. He can be reached at wblack@haysville-ks.com or (316) 529-5900.*



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- Traffic analysis



Legal Forum

by Davina De La Torre

Rodriguez v. United States: Sniffing Out the Rule for Traffic Stops

In the recent case *Rodriguez v. United States*, the United States Supreme Court attempted to “resolve a division among lower courts on the question whether police routinely may extend an otherwise-completed traffic stop, absent reasonable suspicion, in order to conduct a dog sniff.”¹ The Court held that law enforcement cannot extend the stop. This article attempts to explain the Court’s decision² so that cities can inform their officers how to remain compliant with the 4th Amendment in light of this opinion.

In *Rodriguez*, Dennys Rodriguez and a passenger were pulled over by Police Officer Morgan Struble on a Nebraska highway for driving on the shoulder.³ After the officer scolded Rodriguez with a written warning and had otherwise completed the “justification for the traffic stop,” Struble asked if he could walk Floyd, his dog, around Rodriguez’s vehicle.⁴ When Rodriguez refused, Struble ordered him to get out of his vehicle and wait for another officer. When the other officer arrived, “Struble retrieved his dog and led him twice around” the vehicle, and “[t]he dog alerted to the presence of drugs halfway through Struble’s second pass.”⁵ According to the Supreme Court’s opinion, the alert was seven to eight minutes after Struble issued the warning.⁶

The Supreme Court remanded the case back to the Eighth Circuit to determine “whether reasonable suspicion of criminal activity justified detaining Rodriguez beyond completion of the traffic infraction investigation,” because the circuit court had not reviewed the district court’s finding that the “detention for the dog sniff in this case was not independently supported by individualized suspicion.”⁷ Therefore, if there was reasonable suspicion, then Struble was likely justified in subjecting Rodriguez’s vehicle to a sniff search.

However, in the opinion written by Justice Ginsburg, the Supreme Court held that, absent reasonable suspicion, the officer was prohibited from keeping Rodriguez longer than the “mission” of the traffic stop.⁸ Ginsburg wrote that the “mission includes ‘ordinary inquiries incident to [the traffic] stop,’”⁹ such as “checking the driver’s license, determining whether there are outstanding warrants against the driver, and inspecting the automobile’s registration and proof of insurance.”¹⁰ These are part of the mission because they help to ensure “that vehicles on the road are operated safely and responsibly.”¹¹ Because a dog sniff, normally used for finding “ordinary criminal wrongdoing,” does not have a “close connection to roadway safety,” it is not considered part of the mission.

This means that if a traffic stop lasts longer than the mission, absent reasonable suspicion of other wrongdoing, it violates the 4th Amendment protection from an unlawful seizure: “Authority for the



seizure thus ends when tasks tied to the traffic infraction are—or reasonably should have been—completed.”¹² The opinion suggests that the duration of a traffic stop may become unreasonable in two circumstances when reasonable suspicion is lacking: (1) if the stop continues past the completion of the mission; or (2) the stop lasts longer than the amount of time in which the mission reasonably should have been completed.

According to Justice Thomas in his dissent, this means that stops completed by “a particularly efficient officer” require release sooner than an officer who is slower.¹³ In his dissent, Justice Alito points out that if the officer in *Rodriguez* had multi-tasked and ran the dog along the vehicle while he was “waiting for the results of a records check,” then there would be no violation.¹⁴ He believes constitutionality depends on the sequence of events and in actuality the opinion will not neuter police efforts, claiming it “is unlikely to have any appreciable effect on the length of future traffic stops.”¹⁵

Also, it seems that officers who take their time to write a ticket while they wait for another officer to arrive may not violate this standard. However, while it may seem like the Supreme Court is providing police officers a way out of this rule, these tricks will only be helpful within limits. Officers should be instructed not to keep those detained in a traffic stop after the mission of the stop is complete and should continue to be careful not to detain anyone for an unreasonable amount of time.

Sources can be found on page 157.

 Davina de la Torre is a former Legal Intern for the League of Kansas Municipalities. For more information on the article, please call (785) 354-9565.



Olathe's Budget Infographic

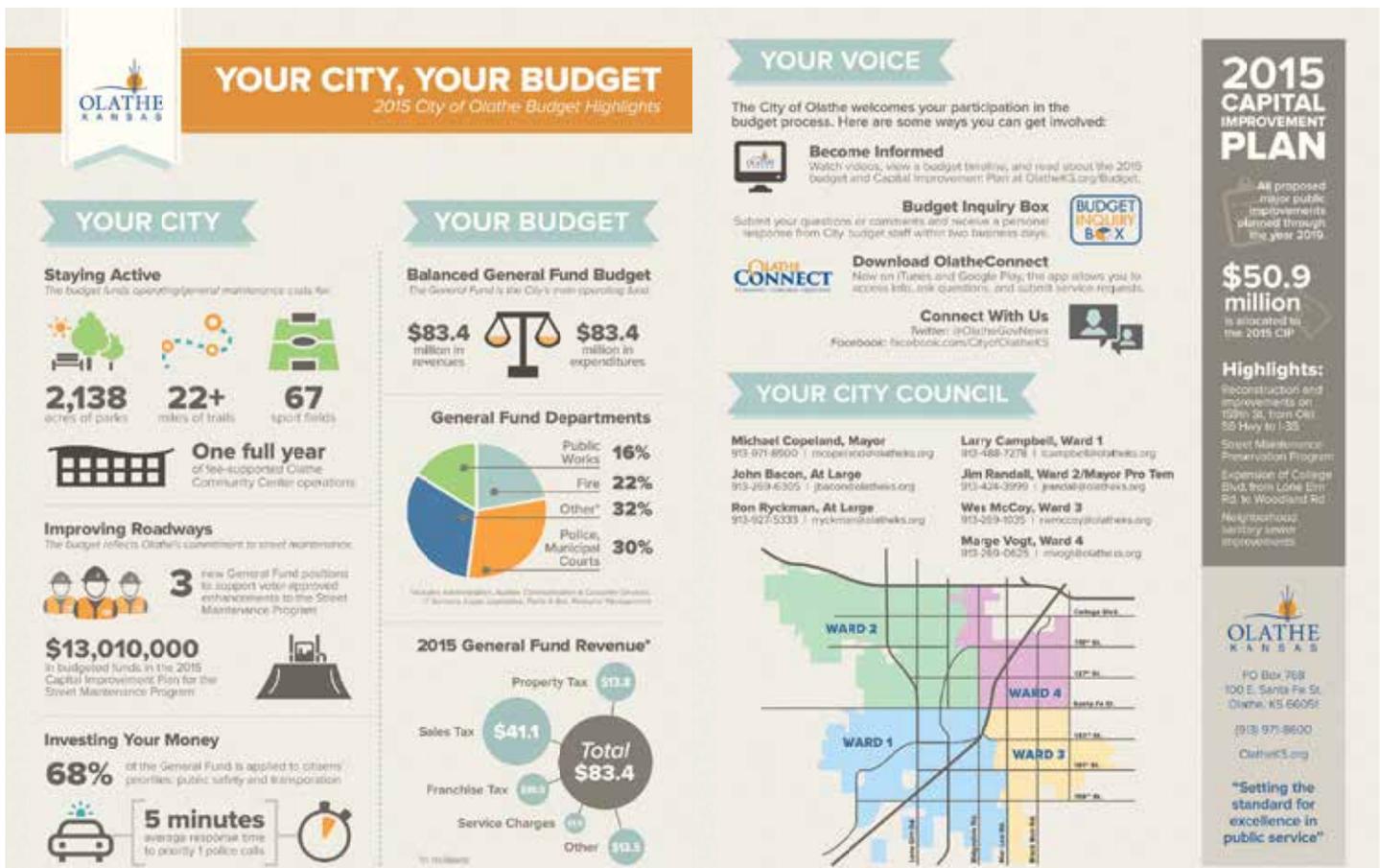
By Emily Vincent and Matthew Randall

The City of Olathe has continuously strived to involve the community in the local budget process. One area of focus has been in communicating the adopted budget to the community through an annual budget book. The City's budget book includes mission statements, goals and objectives, budget messages, budget strategies, overviews of revenues and expenditures, position summaries, performance measures, and much more!

The annual budget book is approximately 200 pages, which is a lot to read and process. The budget office wanted to provide a quick and easy budget document that could be read and understood quickly and effectively. For several years, the City distributed a budget in brief in the form of a brochure. The intent was to summarize the 200 pages into a high level overview of the adopted budget. In 2014,

the budget office wanted to revamp the brochure and find a new idea to share the highlights of the current budget. The budget office was looking for an innovative way to highlight key aspects of the budget in an easily understandable and visually appealing manner. The idea to use an infographic was born.

An infographic is a fun and quick way to learn about a topic. It helps make information easily understandable at a glance. The goal for an infographic is to focus on a topic, make it visually engaging, and support it with other content. For the City of Olathe, an infographic was the perfect solution for helping citizens better understand the key highlights of the adopted budget. Staff wanted to simplify the budget into something visually captivating and engaging, which is exactly what an infographic does.



Find this PDF copy of the budget infographic online at <http://tinyurl.com/n7jkc7m>.

The first step in creating the infographic was to develop the content. The budget office partnered with the Communications Department and went through the budget document, presentations, and study session question and answer documents to develop a list of the key topics to be shared on a two page flyer. The next step was to research ideas on how to create a layout for the infographic. After researching and finding several examples, staff then met with a graphic designer to talk through the vision for the document and create a rough outline for the infographic. A draft was created, and after several reiterations, a budget infographic was created.

The infographic was printed as a two page flyer and used as a utility bill insert. In addition, it was distributed around city hall and other locations throughout the community. It was used as a handout for various city events, and copies were given to council members so they could distribute them to citizens. The document was also placed on the city budget web page.

The final product far exceeded the City's expectations. The infographic accomplished the City's goal by providing a simple, effective, and visually appealing medium to deliver key aspects of the City's budget. The city continued utilizing the infographic for the 2015 budget and worked again with a graphic designer to update the content and refresh the design.

Another unanticipated result of the infographic is the City decided to no longer print copies of the 200 page budget document. It is available in an electronic format on the City website. Now, the only document that is printed is the budget infographic.

 *Emily Vincent is the Budget Manager for the City of Olathe. She can be reached at (913) 971-8671 or evincent@olatheks.org. Matthew Randall is the Budget Analyst for the City of Olathe. He can be reached at (913) 971-8671.*

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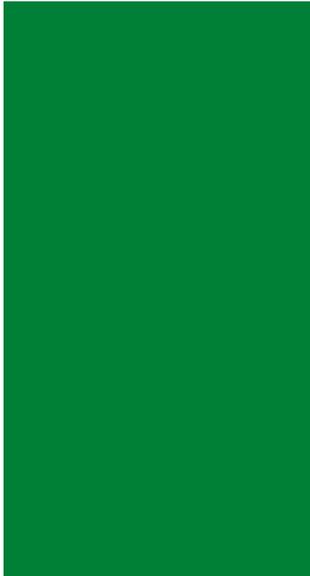
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Best Practices

by Donyell Wolfe

Community-Oriented Policing



KCPD Animal Rescue.



Community Policing Defined

Several community organizations describe *community policing* as a strategy to involve police in community affairs beyond their normal crime fighting duties.¹ The goal is to strengthen communities by building trust in and legitimizing the city's police force.

Community policing should not be thought of as a *program*. Instead, community policing is a value system, which permeates a police department to uphold their primary goal. This system stresses working cooperatively with individual citizens, groups of citizens, and public and private organizations to identify and resolve issues that potentially affect the livability of specific areas, or the city as a whole. The idea of community policing stresses

prevention and early identification of concerns so they do not develop into future problems.² Community policing should not be confused with Neighborhood Watch - a well-known crime prevention program developed in the late 1960s in response to an increasing burglary rates.³ Unlike the Neighborhood Watch prevention program, community-oriented police practices involve individual officers acting as general-purpose specialists who unite government and private resources to produce resolutions. "Officers are encouraged to spend time and effort in developing and maintaining personal relationships with citizens, businesses, schools, and community organizations."⁴

Common features of community policing include the following:

- *Focus on Livability* - several studies reveal that police workloads involve very little time focused on crime-related concerns. Roughly 10-20% of the police workload may be linked to crime fighting. On a daily basis, an officer usually spends time resolving problems, e.g., monitoring the public park, working to reduce truancy at a middle school, organizing resources to improve lighting in a mobile home park, removing abandoned vehicles from streets, etc.
- *Citizen Involvement* - police departments work to involve citizens in daily operations. Volunteers, interns, and other community members are welcomed and encouraged to learn more about crime prevention initiatives. Departments may educate the community through publications, websites, public-access television, and town hall meetings.



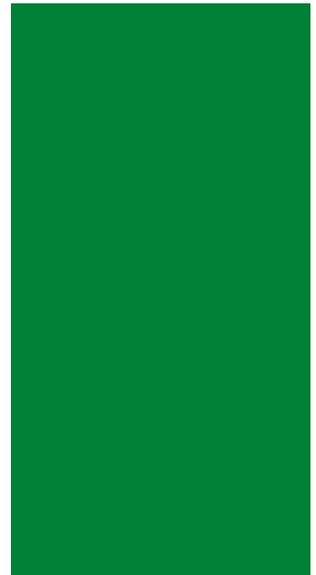
KCK officers being sworn in. Photos provided by Donyell Wolfe.



Officer Luft with community children on Halloween.



KCPD selfie.



- *Decentralized Decision Making* - involves front-line supervisors in decision-making that primarily depend on command ranks. Organizations provide operational policies that are concise, and serve as guidelines for professional practice more than detailed rules and regulations.
- *Proactive Policing* - departments incorporate techniques to manage their workload to create time where they address identified problems. Rather than simply responding to demands for police services, the department establishes a Problem-Oriented Policing (POP) approach.

reduction methods while building public trust. The civil unrest in these communities has wounded many residents physically, mentally, and emotionally. The United States Department of Justice Office of Community Policing Services (COPS Office) has free resources to help your community get started building public relations. This department is responsible for advancing the practice of policing through providing information and grant resources. Rather than simply responding to crimes once they have been committed, community policing concentrates on crime prevention and eliminating the atmosphere of fear policing can create.⁵

☀️ *Donyelle Wolfe is a former Intern for the League of Kansas Municipalities. She is now a management intern for the City of Ottawa and can be reached at dwolfe@ottawaks.gov.*

Many believe community policing softens the idea of crime fighting, although it has the ability to discover and improve criminal behavior, clear offenses, and make arrests. Some of the following may be used as specific strategies, although community policing is not exclusively: school resource officers; a grant; storefront police substations; a pilot program in a single area of town; foot or bicycle patrols; a specialized unit of neighborhood police officers; a citizen police academy.

Why Community Policing?

One of the major components of our nation’s current conversation about policing techniques is how implicit bias or outright racial discrimination can create tension between police and the people they protect. Major events in Ferguson, Missouri, and other communities have highlighted the need to promote effective crime

Sources

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3. *About National Neighborhood Watch*, 2015. National Neighborhood Watch – a Division of the National Sheriffs’ Association <http://www.nnw.org/about-national-neighborhood-watch>.
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KANSAS GOVERN

Garden City

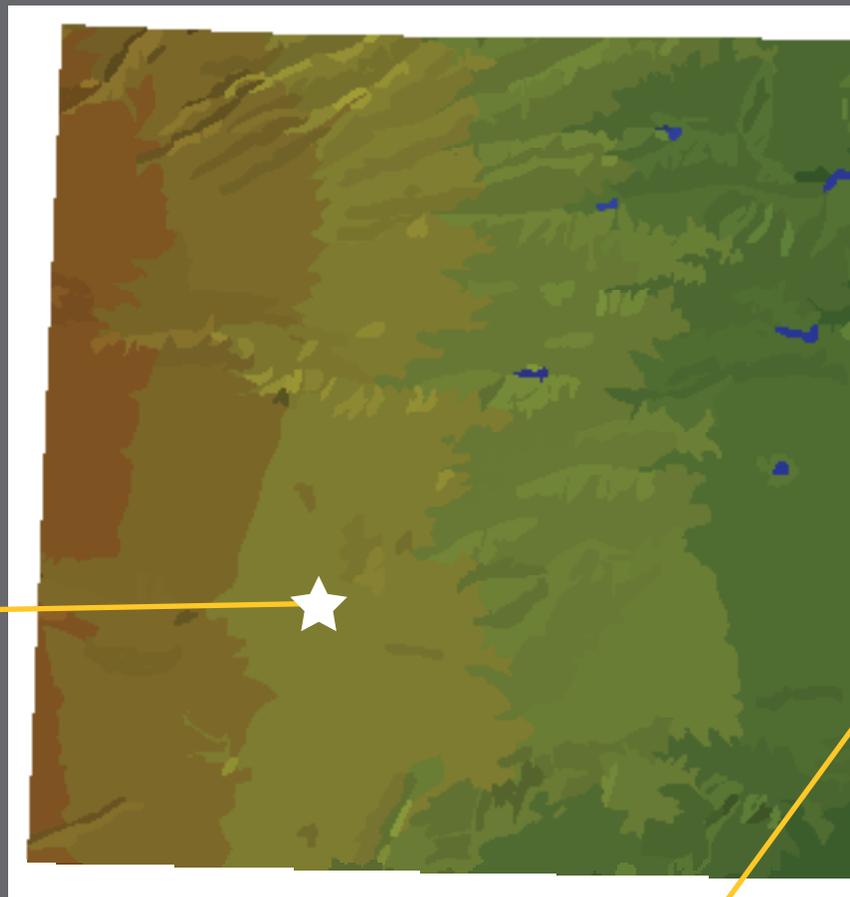
Garden City to Undertake Energy Efficiency Project

Garden City is contracting with Siemens for a project designed to improve energy efficiency and save the city millions of dollars over the next decade.

Mike Muirhead, public utilities director, said during a Garden City Commission meeting that the city has looked into developing an energy conservation program many times over the past four years that would save money on operational costs of facilities and street lights. Last summer, Siemens was selected over four other firms to perform an investment grade audit.

Results of the audit showed substantial savings and benefits to the city. Siemens guarantees more than \$3.5 million in operational and energy savings over ten years, and an additional positive cash flow of more than \$1.97 million over 15 years.

For more information visit <http://tinyurl.com/lf3aatm>



Hutchinson

Hutchinson Approves Funding for Moderate-income Housing Development

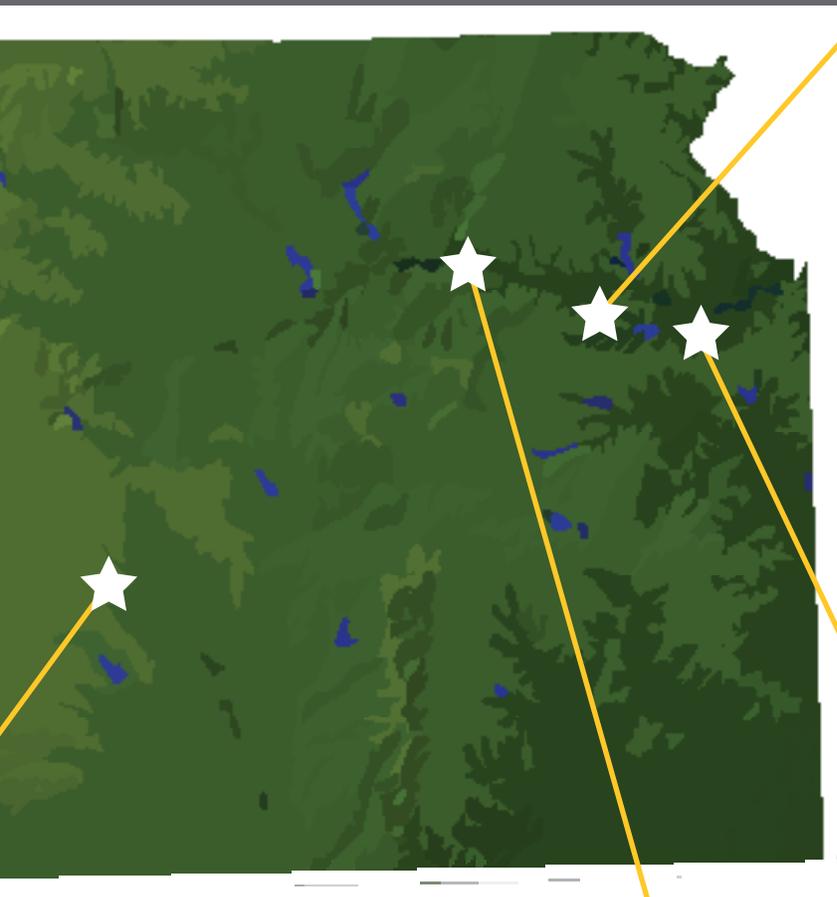
The Hutchinson City Council approved providing an additional \$25,000 funding for the next phase of a nonprofit moderate-income housing development in the 500 block of West Fifth Avenue.

The city contribution will help a developer get the cash equity in the \$1.2 million project needed for the final loan being sought. The project will add 12 new residential units, in addition to two houses already built. The city also accepted a \$200,000 grant from the Kansas Housing Resource Corporation for the project on behalf of the developer.

City Manager John Deardoff said an additional \$25,000 – beyond what the council approved – was needed to get the final loan, but he said he was confident that KHRC would agree to fill the gap.

For more information visit <http://tinyurl.com/mgt7qzo>

GOVERNMENT NEWS



Topeka

KANSASWORKS.com Launches Training Programs

KANSASWORKS.com, a website containing a database of thousands of resumes, allows employers to post job openings, and receive email updates about new resumes, has initiated a pilot project called the Workforce Aligned with Industry Demand (AID) program. The program is a partnership with the Department of Commerce, the Kansas Board of Regents and businesses to design training programs. Workforce AID allows employers to drive the training process to ensure that the skills workers are learning will have maximum value in the workplace.

In addition, the Kansas Department of Commerce, the Kansas Board of Regents and the Kansas Department for Children and Families are partnering together on the Accelerating Opportunity Kansas initiative, a training program that has helped more than 3,000 adults further their education and pursue industry recognized credentials. To learn more about these programs, please visit the Kansas Department of Commerce website at www.KansasCommerce.com and www.KANSASWORKS.com

Lawrence

Lawrence Launches New 'City Current' Podcast and Video Program

The City of Lawrence recently announced the launch of City Current, a weekly podcast and video production. City Current is hosted by Mayor Jeremy Farmer and will feature city staff, civic leaders, and a host of community guests. Content will include thoughts on potential future city projects and initiatives, spotlighting outstanding citizens in Lawrence, and other relevant Lawrence-related topics.

Released every Wednesday, City Current will be available in both video and audio formats for listening convenience. Videos will be hosted on the city's YouTube channel, and the audio-only podcast is available on iTunes.

Wamego

12,000 come to Kansas Sampler Festival in Wamego

Just over 12,000 people came to enjoy the 26th annual Kansas Sampler Festival in Wamego's City Park.

More than 150 Kansas communities were represented in the displays, performances, and food that provided the public a sample of what there is to see, do, hear, taste, buy, and learn in Kansas.

For more information visit <http://tinyurl.com/nym7faw>



Carl Gerlach

City of Overland Park
LKM Governing Body Member

What is your position and what are your typical duties?

Mayor - we have a Council / City Manager form of government, so I work with the Council and City Manager.

What is your favorite thing about Kansas?

The people. The citizens of Kansas are hardworking and want to improve not only their own lives but also the lives of those in their community and their state.

Please share a little personal information about yourself.

I grew up in Kansas, went to K-State University and have lived here most of my life. I got involved in an elected position to give back to my community.

What is your favorite thing about your community?

My favorite thing is the way our community cares about their quality of life and will work together and volunteer their time to keep it.

What made you want to join city government?

I was fortunate to grow up in a wonderful community and I wanted to give back to that community so my kids would have the same opportunity.

Is this your first time on a statewide board?

I have been on the LKM board for 10 years and I'm also on the State Lottery Commission.



Herb Bath

City of Altamont
LKM Governing Body Member

What do you think is the primary role of municipal government?

Our primary role is to take care of our citizens, whether it be furnishing police protection, fire protection, utilities or just information about things that are going on in Altamont.

What is your position and what are your typical duties?

I have been Mayor for the last ten years. I oversee the daily business of Altamont, giving advice and information for a positive atmosphere of our city. I also preside over our council meetings twice a month.

What is your favorite thing about Kansas?

I was born and raised in Southeast Kansas, and have not found any place else that I would rather be. I like the four seasons, not too cold in the winter, and not too hot in the summer time.

Please share a little personal information about yourself.

My wife and I have been married for 50 years as of this last November. We have one daughter and one son, and 17 grandchildren. During this time I was in the funeral business, and owned two funeral homes here in this area. I retired 10 years ago after 41 years in the funeral home business.

What is your favorite thing about your community?

Ever since we moved to Altamont, everyone seems to be family, whether related or not. If you need information about someone, just ask someone else, and they will tell you where you can find the information that you need to know. It was very helpful while I was in the funeral business.

What made you want to join city government?

The neighbors and employees of Altamont have been so good to us while we were in the funeral business, I thought the management skills I had learned over the years would benefit Altamont, and I had more time after retiring to commit to the job.

Is this your first time on a statewide board?

I have held several statewide appointments while I was in Jaycees and also the funeral industry.



Anna DeBusk
LKM Staff

What is your position and what do you do?

Secretary to the Executive Director. I take minutes at board meetings, print and mail out publications, answer phones, order lunches for various meetings, set up appointments, and am the service award coordinator. I also help out with registration at various meetings and the League conference.

What is your favorite thing about Kansas?

Watching KU Basketball!

A little bit of information about you.

I have been married for 22 years to Jeff, we have two beautiful children, Alicia and Matthew. When I am not teaching Jazzercise, I love running, cooking/baking, watching KU basketball and Chiefs football, love being outside, especially when it gets hot out, but most of all spending time with family.

Have you always lived in Kansas?

Yes.

What is your favorite scenic part of Kansas?

Driving through the Flint Hills.

How long have you been with the League and what significant changes have you witnessed?

I started with the League in 1975, when it was located at 112 SW 7th Street. It had three floors, and no elevator, at least not one that was safe to ride in, it was only for deliveries of paper, furniture, etc. So if you wanted to go on break or have lunch in the kitchen, you had to walk all the way to the third floor.

Some of the significant changes that I have witnessed would be: How far we have come with technology, when I started with the League we used manual typewriters. You would make a copy of everything you typed, letters, codes, etc., but you would use carbon paper, between two sheets of typing paper, and if you made a mistake you could not just backspace to make it go away, you backspaced and got out the white out, let it dry and then retyped over it, that was on both the original and the copy. Eventually we moved up to word processors which used big floppy discs, which were used to store the codes on. Later we upgraded from floppy discs to smaller discs. Now we have computers, lap tops that allow you to save your work either to a disc or thumb drive.

The Directory of Public Officials changes were made on big boards, after changes were completed a picture was taken of each board, which went onto a metal plate and then put on a big printing machine that would produce your copies. After all pages of the Directory were printed, we would then collate the Directory to be sent out to be bound and delivered back to the League to be mailed out.

The *Kansas Government Journal* was typed up and then sent out for printing, it was then delivered back to the League, where we used a machine that stamped the addresses on each *Journal*. After all were addressed, to member cities, we would wrap each city's *Journals* in brown paper and tie the bundles with string and have Indian Delivery pick up the bags and take them to the Post Office. Now we are able to send the completed *Journal* right from our computer to whoever will be printing and distributing the *Kansas Government Journal*.

Congratulations to Anna for
40 years
of Service

Classified Advertising

Assistant City Manager

The Community

Hays, Kansas (pop. 20,500), is a university community serving as a regional center for education, health care, professional services, shopping, culture, arts, & recreation for the western half of Kansas - serving a population of nearly 100,000. This progressive community is recognized among the top Kansas cities in entertainment, health, arts, & culture.

Hays is home to Fort Hays State University (FHSU), a regional comprehensive university with over 13,000 students, known for its innovation & entrepreneurship. FHSU is the fastest growing university in the Kansas Regents system. The Beach/Schmidt Performing Arts Center on the FHSU campus is home to the Encore Series, the Hays Symphony & other national & world caliber performances.

Hays Medical Center is a major employer with more than 1,000 employees. Hays Medical Center is the home to the DeBakey Heart Institute of Kansas & one of the top rural medical centers in the United States.

The Chestnut Street District in Historic Downtown Hays has unique shopping, galleries, & eateries. Hays boasts excellent recreational facilities including: the Center for Health Improvement, Hays Aquatic Park, Smoky Hill Country Club, Hays Municipal Golf Course, an extensive recreational program, & excellent opportunities for walking, running, & biking. Hays is within 45 minutes of two large lakes providing fishing, boating & other water sports. Bike Hays contains 21 miles of connecting system.

The Hays Municipal Airport provides service to Denver on a 50 passenger regional jet. Multiple high-speed Internet service providers service Hays. The community is in an elite group of cities with fiber to the premise.

The Position

The Assistant City Manager has the primary responsibility of assisting the City Manager in overseeing the day-to-day operations of the City by working with the City Commission, Staff, Residents, & Advisory Board. Other duties include researching issues, providing advice, serves as lead negotiator with unions and managing projects. This position manages the preparation & administration of the

annual budget. The assistant also assumes the City Manager's duties in their absence.

Hays has 181 full time employees with an annual budget of \$35M. Hays is financially sound thanks to proper planning. City services include Dispatch, Convention & Visitors Bureau, Fire, Parks, Police, Public Works, Planning, Solid Waste, Airport, Water Supply, Wastewater Treatment and Administration.

Requirements

Possession of Bachelor's degree (a Master's degree desired) in a related field of study & 1-3 years of similar experience is required. Excellent supervisory, organizational, budgetary, administrative & communication skills as well as a big picture approach is necessary. Candidates must be able to demonstrate strong written and oral communications and have the ability to work with the general public. Being able to build relationships is key.

Compensation & Benefits

Hiring range: \$70,000 — \$90,000 plus excellent benefits included family health insurance, paid time off, Kansas Public Employee Retirement System (KPERS) and longevity bonus. To find out more about the job & benefits visit www.haysusa.com or call 785-628-7320.

How to Apply

Resumes can be emailed to egiebler@haysusa.com or mailed to Human Resources, P.O. Box 490, Hays, KS 67601. Resumes must include a minimum of 3 references, 5-year salary history, & a cover letter. Position open until 5:00 p.m. on July 17, 2015.

City Administrator

The City of Ellsworth is accepting resumes for the position of City Administrator. Ellsworth has a population of 3,120, 24 full time employees, and a budget of \$7.4 million. Ellsworth is the county seat of Ellsworth County and is located 10 miles south of Interstate 70, approximately 30 minutes west of Salina. The city is home to a robust economy and a quality of life second to none.

The City operates under a council-administrator form of government. The governing body is composed of five council members and a mayor, all elected at-large. The City Administrator oversees the daily operations of the municipality and manages all departments with guidance from the

governing body. Ellsworth operates water/wastewater utilities.

Applicants must have a Bachelor's Degree, with a Master's Degree preferred. The ideal candidate will also have at least two years of local government experience, with a combination of education and work experience acceptable. Applicants must have a background in government financial practices, and must be able to showcase a history of strong leadership and community involvement.

Salary \$50,000-\$84,000. Interested candidates should submit a cover letter, resume, and five references to whitmerinsurance@sbcglobal.net or Ellsworth City Hall, c/o Mayor John Whitmer, PO Box 163, Ellsworth, KS 67439. If confidentiality is requested, please note in application materials. The deadline for resumes is June 30th. EOE.

City Administrator

Jetmore (pop. 879; \$3.4 million budget; 6 FTE's), is a friendly, tight-knit community located 25 miles north of Dodge City in southwest Kansas. It is the county seat of Hodgeman County, is home to the Hodgeman County Health Center, possesses a high-quality public school system, and is near a number of recreational attractions. The former administrator is leaving to take the city manager position at a substantially larger city.

The City operates under a six-member mayor-council-administrator form of government, and provides water, wastewater, and standby electric generation service. The city administrator is responsible for all personnel within each department, which includes Utilities, Administration, Streets, Airport and Parks.

The governing body is looking for an open, ethical leader who understands municipal budgeting and possesses strong personnel management skills. Applicants should have a bachelor's degree and some local government experience. Candidates should also be able to demonstrate a strong work ethic and project management experience.

Competitive benefits; Salary \$50,000 - \$60,000 DOQ. Interested candidates should submit a cover letter, resume, and three work-related references to LEAPS-Jetmore@lkm.org or LEAPS-Jetmore, 300 SW 8th, Topeka, KS 66603. If

confidentiality is requested, please note in application materials. Application review will begin July 6. EOE.

City Website: <http://www.jetmorekansas.com/>

Budget Document: <http://tinyurl.com/o9fzou6>

Community Development Director

Beginning salary: \$53,000-\$68,000. The City of Valley Center, Kansas with a population of 7,000 people (next to the City of Wichita), is currently searching for a dynamic, highly-skilled Community Development Director. The City offers a competitive benefit package including a state pension plan, full health and dental, vacation, sick leave, and optional benefits such as short-term disability and supplemental insurance.

Position Summary

Under the administrative supervision of the City Administrator, the Community Development Director performs administrative duties and provides leadership in the areas of land use regulations, floodplain management (being a Certified Floodplain Manager preferred), code enforcement, issuing building and zoning permits, economic development, applying for grants, planning vision, and physical growth of the City. This position works with numerous committees and boards and other city department heads. This person will need to possess excellent communication, public relation, organizational, and supervisory skills.

Position Qualifications

Education: College degree in Community Planning or related field is required. Experience: Five years of planning and development experience and education is required. A combination of education and experience will be considered. The first round of interviews will begin the week of June 15 to 19th. For more information, contact Kristine Polian, Finance & Administrative Director, at 316-755-7310 or kpolian@valleycenterks.org

Director of Engineering

The City of Pittsburg is accepting applications for a Director of Engineering. This position plans, organizes, directs and oversees all aspects of the Engineering and Planning Department. The Director is responsible for determining major

departmental policies, for planning long-term programs, for decisions on technical public works issues, for resolving difficult administrative problems and for managing the departmental budget.

A Bachelor's degree in engineering, supplemented by courses in public or business administration, environmental health or a related field is required. Five (5) years of administrative and supervisory experience involving a variety of maintenance management required. A Master's degree and/or Public sector experience is preferred. A professional engineering license in Kansas or the ability to obtain a license within three (3) years of employment will be required. (EOE) More information about the City of Pittsburg can be found at www.pittks.org. Send application, resume and any supporting documentation to HR@pittks.org. Open until filled.

Director of Finance

The Kansas Turnpike Authority is seeking a Director of Finance to actively maintain and build our financial positioning. This position manages the Turnpike's investments and bond issuance and maintenance; recommends, implements and maintains financial policies to ensure consistency, integrity and adequacy of internal controls; ensures accuracy and compliance with organizational and regulatory policies; works closely with executive leadership to review and analyze financial results on a regular basis; and works with an outside auditing firm to produce an independent annual report of the organization's financial position. The Director of Finance reports to the CEO at our Wichita based headquarters office. This person oversees a small staff responsible for all of the Turnpike's accounting activities.

Additional information can be found here: http://www.ksturnpike.com/assets/uploads/Director_of_Finance.pdf

Public Works Superintendent

Due to pending retirement, City of Cimarron (pop. 2035) is seeking an energetic, innovative, and self motivated individual for the position of Public Works Superintendent. This position is for a working superintendent in the field who must have knowledge of all aspects of city operations, including employee

supervision, water and wastewater distribution systems, road maintenance, airport maintenance, park, pool, heavy equipment operation and maintenance, purchasing, inventory, budgeting procedures. This position requires strong management, communication and public relations skills. Water and wastewater certification preferred, but will train the right person. Salary commensurate with education, qualifications and experience. Valid CDL required. Excellent benefits. Application forms available at City Hall or www.cimarronks.org. Please provide application and resume to City Administrator, City of Cimarron, P O Box 467, Cimarron KS 67835. Equal opportunity employer. Position open until filled.

Water Plant Superintendent

Hays, KS is searching for the next dynamic Water Plant Superintendent. This position will empower & supervise subordinate personnel & manage the operation of the water softening plant, well fields, water tower operation & water distribution system. S/he will perform water audits, prepare reports, follow regulatory guidelines, prepare work schedules, training programs & operate the water softening plant efficiently.

The ideal candidate will have 3 -5 years experience in a related position with excellent supervisory, organizational, administrative & communication skills. Applicant must be able to obtain a KDHE Class IV water certification within two years of employment.

Hiring range DOQ & DOE. The City of Hays offers a generous benefit package including family health insurance. To find out more about the job & benefits visit www.haysusa.com or call 785-628-7320.

Resumes can be emailed to jsterling@haysusa.com or mailed to Human Resources, P.O. Box 490, Hays, KS 67601. Resumes must include a minimum of 3 references, 5-year salary history, & cover letter.

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Personnel Services

LEAPS
 The League Executive/Administrative Position Search (LEAPS) assists cities in filling vacant executive positions and creating new ones.

Model Personnel Policies
 Comprehensive personnel policies and guidelines are not only necessary for setting expectations and encouraging employee productivity, but they also help protect organizations from potential lawsuits.

Employment Descriptions
 The League maintains a model-job-descriptions database that is available to all member cities. The League also offers individualized descriptions as part of a fee-based service.

Compensation Analysis
 Fair and competitive compensation attracts and retains top talent, while helping you assess your organization's financial commitments.

Salary Survey
 The League's salary survey is a tool that may be used to determine a variety of statistical data including median and average compensation paid to city employees.

(785) 354-9565 www.lkm.org/services/personnel

Advertise in the *Kansas Government Journal*. Contact Kate Cooley at kcooley@lkm.org or (785) 354-9565.

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Sign Retroreflectivity Quiz Answers

Continued from page 138.

1– The deadline for having a sign management or assessment method in place to maintain minimum levels of retroreflectivity has passed. It was June 14, 2014. Various methods for sign management and assessment are outlined in a 4-page guide titled Maintaining Traffic Sign Retroreflectivity. Agencies can use one method or a combination.

2– An “assessment” method involves evaluating individual signs. A “management” method provides an agency the ability to maintain sign retroreflectivity without having to physically inspect each sign.

3– This is a trick question! There is no set deadline for having signs upgraded to the new retroreflectivity standards. Federal guidance says “when signs are found to be below the minimum retroreflectivity levels, they should be replaced, but it is up to each agency to decide when the replacement occurs.” Your assessment or management method should document your approach to sign replacement. The retroreflectivity standards are found in Section 2A.08 of the federal Manual on Uniform Traffic Control Devices, or MUTCD.

4– Regulatory and warning signs were required to be included your management or assessment method by the June 14, 2014 deadline; guide signs are also required to be included, but with no deadline set for their inclusion.

5– The latest information on federal retroreflectivity requirements for both signs (and pavement markings) can be found at a “one-stop” FHWA webpage on the topic: http://safety.fhwa.dot.gov/roadway_dept/night_visib/. The page has links to the relevant sections of the MUTCD.

Sources from Legal Forum, page 145

1. *Rodriguez v. United States*, No. 13-9972, 2015 WL 1780927, at *5 (U.S. Apr. 21, 2015).
2. *Id.*
3. *Id.* at *3.
4. *Id.* at *3–*4.
5. *Id.* at *4.
6. *Id.*
7. *Id.* at *8.
8. *Id.* at *5.
9. *Id.* at *6 (quoting *Illinois v. Caballes*, 543 U.S. 405, 408 (2004)).
10. *Id.*
11. *Id.* at *6.
12. *Id.* at *5.
13. *Id.* at *10 (Thomas, J., dissenting).
14. *Id.* at *16 (Alito, J., dissenting).
15. *Id.* at *17.



See more City Events
at LKM.org/events.

Humboldt Civil War Days

June 5-7

The Humboldt Civil War Days will commemorate the 1861 raid and burning of Humboldt in historic Camp Hunter Park. The triennial event will feature a Civil War Era Dance, reenactments, Civil War encampment and much more. Special tours include Civil War sites, Neosho Valley Woodworks featuring late 19th century line and shaft equipment, and the Humboldt Historical Society Museum. FREE Family Friendly Fun!

(620) 473-2325 | www.humboldtkansas.org/PDFs/CivilWarDays2015.pdf

Lenexa Latino Art Bravisimo

June 6-July 13

Latino Art Bravisimo is an exciting celebration of art, cultural diversity and community. This juried art show features high quality two- and three-dimensional pieces created by talented Latino artists from the Kansas City metro area. The 13th annual show is hosted by the Lenexa Arts Council and the City of Lenexa. Free admission.

www.lenexa.com/LatinoArt

Overland Park Music in the Park

June 7-August 9 at 7-8:30 p.m.

Enjoy lively music in the park at these free summer concerts.

(913) 344-8656 | <http://www.opkansas.org/things-to-see-and-do/arts-and-music/music-in-the-park/>

Get Outdoors Lenexa

June 13 at 9 a.m.

Bring the entire family - from toddlers to grandparents - to Black Hoof Park for an exciting morning of outdoor fun, fitness and safety. Take part in fitness demos, participate in playground challenges, get your blood pressure checked, and learn valuable information about bike, trail and

boat safety. A fishing derby for kids, ages 6-12, will also be held. Admission to the event is free.

www.lenexa.com/GetOutdoors

Overland Park Jazz in the Woods

June 19-20

Largest free music festival in the area. Food vendors, music, all for your listening pleasure and to support local charities.

<http://www.opkansas.org/events/jazz-in-the-woods/>

Ottawa SWAN Arts Festival

June 19-20

The SWAN Arts Festival features live music, arts and artisan craft vendors, artist demonstrations, and children's activities. The festival takes place in Ottawa's historic downtown City Park. Admission is free. Headline entertainers this year include Member's Only (80s covers) and the Funky Butt Brass Band.

(785) 418-5838 | www.SWANartsfestival.com

Lecompton Territorial Days

June 19-20

In 1975, a ceremony was held in downtown Lecompton on Elmore Street, celebrating the dedication of Constitution Hall as a National Historic Landmark. Until then, Lecompton's annual summer picnic, since before the turn of the Century, had been known as the Harvest Home Picnic. But, because of the national recognition of Constitution Hall, Lecompton and Kansas Territory, the city fathers decided to call the summer outing Territorial Days. The event has grown to two days in June and it's the highlight of the year for Lecompton.

(785) 887-6617

www.lecomptonterritorialdays.com

Havensville Independence Day Celebration

June 27

Events start at 5 PM with a parade starting at the north end of town and continuing down Main Street. A BBQ with music on the lawn will follow the parade. We will have free games for all ages such as balloon toss, stick horse races and sack races. Ten cent carnival games will be available for the children's entertainment and an ice cream social. The evening will close with a fireworks display at dusk by the Kansas SkyLighters.

(785) 948-2310 | cityclerk@jbtelco.com

Atchison Amelia Earhart Festival

July

The spirit of legendary aviatrix Amelia Earhart is alive and well in Atchison! Each summer the community pulls out all the stops in honor of its favorite daughter, complete with a downtown music, food and crafts fair, star-filled outdoor concert, children's activities, carnival, awards and honors, Earhart research and literature, music on the beautiful Riverfront, aerobic performances and the grandest of all finales - the "Concert in the Sky" fireworks show.

www.atchisonkansas.net/index.php/chamber-events/amelia-earhart-festival/

Have an upcoming city event?

For events and instructions on how to submit your city event, visit <http://lkm.org/events/>.

League Policy Committees Are Now Forming

What is a Policy Committee?

League Policy Committees help to establish the policies that guide the organization's legislative efforts. See below for a detailed description of each committee.

Who Can Join?

Any city official is eligible to serve on a single policy committee.

When do Policy Committees Meet?

Policy Committees meet three times annually; August, October in conjunction with the Annual Conference, and February as part of City Hall Day.

Need More Information?

Contact Cindy Green, Deputy Director
(785) 354-9565 or cgreen@lkm.org

Finance & Taxation

This committee reviews and recommends League positions on finance & taxation issues, including local option taxes, property tax lid, tax exemptions, motor vehicle tax, etc.

Utilities & Environment

This committee reviews and recommends League positions on water supply, water quality, water planning, solid waste, air quality, and other environmental quality issues.

Public Officers & Employees

This committee reviews and recommends League positions dealing with a range of employment matters, including wage and hour laws, unions, workers' compensation, unemployment insurance, etc. This committee also handles League positions relating to public officials, including ethics, elections, and other requirements of holding public office.

Legislative Policy

This committee reviews and recommends League positions in all other policy areas and provides general oversight of the policy statement.

Sign up Today!

<http://www.lkm.org/legislative/policycommittees/>

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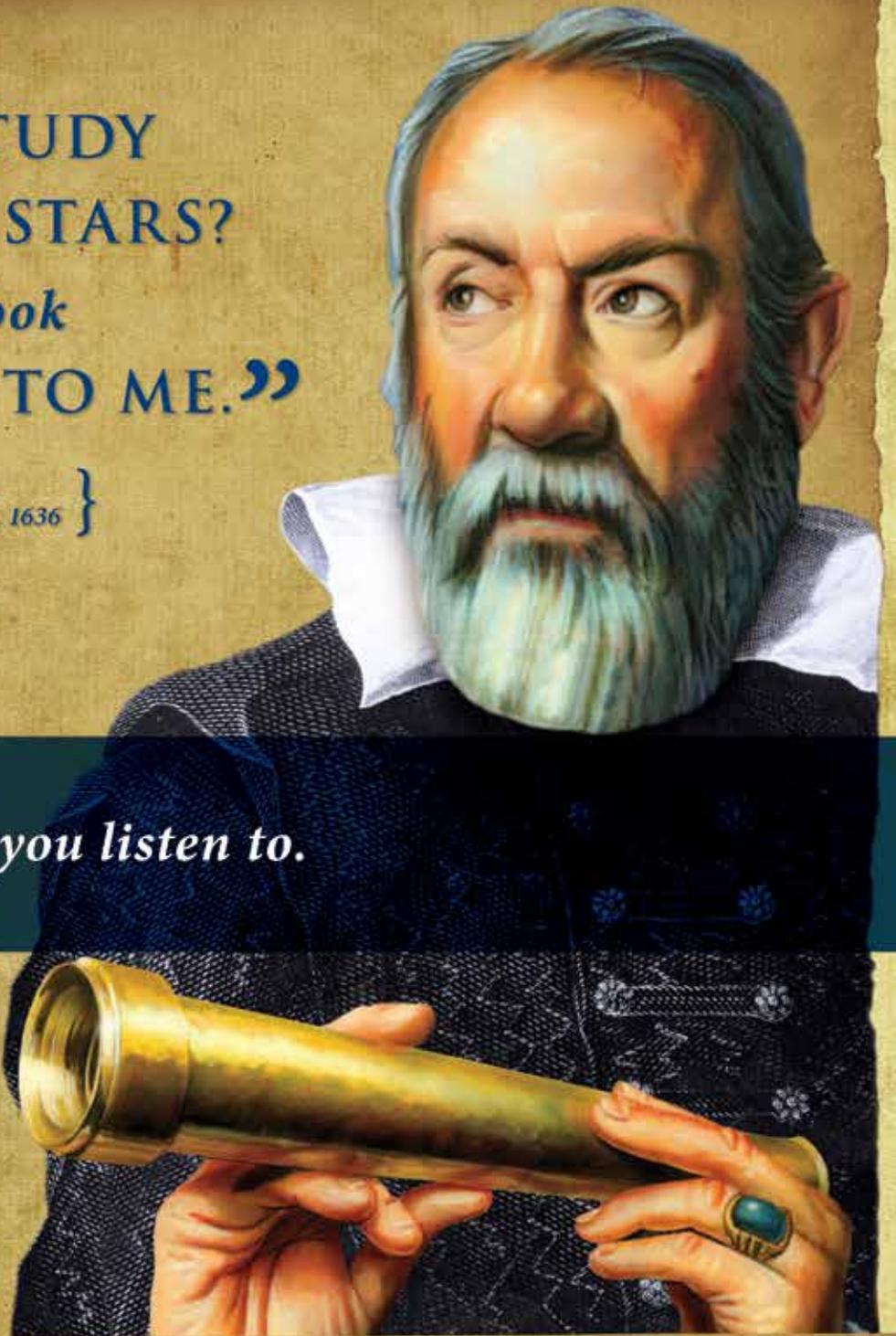
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